

Consolidated Income Statement as of 31 December 2008

(in EUR million)	12 months ended 31 December 2008	12 months ended 31 December 2007	12 months ended 31 December 2006
Revenue	5,623.5	5,855.4	5,396.9
Personnel expenses	(3,063.6)	(3,166.9)	(2,995.9)
Operating expenses	(2,293.5)	(2,417.0)	(2,154.3)
Operating margin	266.4	271.5	246.7
% of revenue	4.7%	4.6%	4.6%
Other operating income and expenses	(166.0)	(134.7)	(406.7)
Operating income	100.4	136.8	(160.0)
% of revenue	1.8%	2.3%	-3.0%
Net cost of financial debt	(28.7)	(28.6)	(22.7)
Other financial income and expenses	5.9	14.6	11.5
Net financial income	(22.8)	(14.0)	(11.2)
Tax charge	(48.1)	(59.9)	(76.6)
Share of net income from associates	(0.1)	0.1	0.1
Net income	29.4	63.0	(247.7)
Of which:			
- Group share	22.6	48.2	(264.4)
- Minority interests	6.8	14.8	16.7

(in EUR and number of shares)

Net income-Group share per share			
Weighted average number of shares	69,712,178	68,946,489	67,614,323
Basic earnings per share	0.32	0.70	(3.91)
Diluted weighted average number of shares	69,786,457	69,141,410	67,614,323
Diluted earnings per share	0.32	0.70	(3.91)